



## 2025 CHINA BENEFITS SUMMARY – LPS (Manufacturing Site)

**Holidays:** Thirteen days paid mandatory holidays and Two days paid company granted holidays per year.

**Vacation:** Five to Twenty vacation days per year subject to length of working years.

**Leaves:**

- Sick Leave
- Marriage Leave
- Maternity Leave
- Paternity Leave
- Lactation Leave
- Birth control Leave
- Abortion Leave
- Parental Leave
- Parents Nursing Leave
- Bereavement Leave
- Juridical Leave
- Distance Leave
- Employee Volunteer Leave

**Social Insurance & Housing Fund:** Follows local regulations and provides social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity.

**Supplementary Benefits: Provide Commercial Insurance as following coverage**

Insurance category	Benefits Item	Sum Assured	
		General staff of P.R.C	Manager of P.R.C.
Term Life	Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability	Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
	Accidental Disability Insurance		
	Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Outpatient, Emergency Medical Insurance	/	RMB15,000
	Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Critical Illness - Severe	RMB 80,000	RMB 200,000

**Healthcare:** Free Physical Check once a year



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**Housing:** Provides dormitory.

**Meal:** Provides canteen facilities with outsourcing of catering services and meal subsidy.

**Condolence:** An allowance is granted to the employee in case of death of employees, employees' spouse, children, parents, grandparents and siblings.

**Long Service Awards:** Employees are eligible for a long service award upon completing the 5<sup>th</sup> year, 10<sup>th</sup> year, 15<sup>th</sup> year, 20<sup>th</sup> year, 30<sup>th</sup> year.

**Other Benefits/Subsidies:**

- Birthday gift
- Marriage congratulatory allowance
- Childbirth congratulatory allowance
- New Year gift
- Retirement congratulatory allowance
- Organize various employee activities, such as: outing, team building, annual dinner, etc.